

**COURSE DATA****Data Subject**

Code	35865
Name	Pay incentives and systems
Cycle	Grade
ECTS Credits	4.5
Academic year	2020 - 2021

Study (s)

Degree	Center	Acad. year	Period
1313 - Degree in Business Management and Administration	Faculty of Economics	4	First term

Subject-matter

Degree	Subject-matter	Character
1313 - Degree in Business Management and Administration	38 - Labour market and economic behaviour	Optional

Coordination

Name	Department
PEÑARRUBIA CARRION, CONCEPCION	10 - Economic Analysis

SUMMARY**English version is not available**

Esta asignatura de carácter optativo se imparte en el primer semestre de cuarto curso de GADE dentro de la mención en Dirección de Recursos Humanos. La materia a la que corresponde esta asignatura comprende, además de la asignatura de Incentivos y sistemas de remuneración, la asignatura de Economía del trabajo y la asignatura de Técnicas de negociación y sus aplicaciones económicas.

Este curso está diseñado con el objetivo de permitir al estudiante el aprendizaje y la aplicación de ideas de microeconomía y de la teoría de los incentivos, así como el conocimiento de principios que serán de gran utilidad a lo largo de su trayectoria profesional. A lo largo de este curso se presentará una visión panorámica, estratégica y analítica de las políticas de recursos humanos. Una teoría que relacione la remuneración del empleado con su rendimiento es relevante para diseñar instrumentos que motiven al trabajador. Por tanto, los principales factores que se analizarán son aquellos sobre los que los directivos ejercen un gran control: la información, las decisiones y los incentivos.



PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

Para afrontar con éxito esta asignatura, es conveniente que el estudiante cuente con un nivel de matemáticas básico (resolver ecuaciones con una/dos incógnitas y derivadas parciales básicas) así como una familiarización con la representación de funciones. Asimismo, para el seguimiento y aprovechamiento de esta asignatura se requieren los conocimientos adquiridos en la asignatura de microeconomía cursada en el segundo semestre del primer año de la titulación.

OUTCOMES

1313 - Degree in Business Management and Administration

- Demonstrate capacity for analysis and synthesis.
- Have organisation and planning skills.
- Demonstrate oral and written communication skills in the native language.
- Be able to use ICTs in the field of study.
- Be able to analyse and search for information from different sources.
- Be able to solve problems.
- Be able to make decisions.
- Be able to negotiate and reconcile interests effectively.
- Be able to transmit and communicate complex ideas and approaches to both specialised and lay audiences.
- Be able to apply economic principles for the diagnosis and resolution of social problems such as immigration, discrimination and others that affect society and the market.
- Be able to work in a team.
- Have critical and self-critical capacity.
- Manage time effectively.
- Be able to learn autonomously.
- Be able to adapt to new situations.
- Show creativity.
- Show leadership and skills for mobilising the capacities of others.
- Show motivation for quality.



- Be able to contribute positively to raising awareness of environmental and social issues and to overcoming all forms of discrimination, as essential factors for economic development and poverty alleviation.
- Be able to coordinate activities.
- Be able to identify the sources of relevant economic information and their contents, and to understand economic institutions as the result and implementation of theoretical or formal approaches to how the economy works.
- Be able to carry out strategic diagnoses in complex and uncertain environments using the appropriate methodologies to resolve them.
- Be able to make decisions under certainty and uncertainty environments.
- Be able to apply analytical and mathematical methods for the analysis of economic and business problems.
- Be able to express oneself in formal, graphic and symbolic languages.

LEARNING OUTCOMES**English version is not available****WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	30,00	100
Classroom practices	15,00	100
Development of group work	8,00	0
Study and independent work	30,00	0
Preparing lectures	15,00	0
Preparation of practical classes and problem	10,00	0
TOTAL	108,00	

TEACHING METHODOLOGY**English version is not available****EVALUATION**



English version is not available

REFERENCES

Basic

- Economía de los recursos humanos en la práctica. Edward P. Lazear, Michael Gibbs. Ed. Antoni Bosch. 2ª edición.

Additional

- Personnel Economics in Imperfect Labour Markets. Pietro Garibaldi. Oxford University Press.

ADDENDUM COVID-19

This addendum will only be activated if the health situation requires so and with the prior agreement of the Governing Council

The contents provided in the teaching guide are not modified.

Should the number of teaching weeks be reduced in the academic calendar, both the contents of the program and the volume of work would be adapted, focusing the subject on the most relevant topics and aspects.

The teaching methodology provided in the guide is also maintained and in the event of going away from the classroom, the tools available in the virtual classroom will be used for online classes.